

# Return-to-Work Outcomes for Texas Injured Employees

Texas Department of Insurance  
Workers' Compensation Research and Evaluation Group

August 2011



# This Report Focuses on Five Key Areas:

- ***Initial Return-to-Work Rate***
- ***Sustained Return-to-Work Rate***
- ***Trends In Pre-And Post-Injury Wages***
- ***Weeks Off Work***
- ***Pharmaceutical Use***



# Data Sources

**Quarterly wage data for the years 2005-2009 from the Texas Workforce Commission**

**Medical billing data for the injury years 2005-2009 collected by the Texas Department of Insurance, Division of Workers' Compensation**

**Injured employees income benefit and claim data for injury years 2005-2009 collected by the Texas Department of Insurance, Division of Workers' Compensation**



# Return-to-Work Measures

## **Initial Return-to-Work (RTW)**

- The percent of injured employees back at work for the first time after the injury. That figure was computed at five milestones after the work-related injury (six months, one year, one and a half years, two years, and three years).

## **Sustained RTW**

- The percent of injured employees who returned and stayed employed for three or more consecutive quarters after the work-related injury. That figure was also computed at five milestones after the injury (six months, one year, one and a half years, two years, and three years).

## **Median Number of Weeks Off Work**

- Median number of weeks away from work is calculated using the date of injury, the dates when income benefits began and ended, and quarterly wage data.



# Methods

- The study population consists of employees injured between 2005 and 2009 who received Temporary Income Benefits (TIBs) as a result of their work-related injury.
- **Temporary Total Disability.** An injured employee is classified as having a Temporary Total Disability (TTD) if TIBs received were greater than or equal to 70 percent of the injured employee's average weekly wage.
- **Temporary Partial Disability.** An injured employee is classified as having a Temporary Partial Disability (TPD) if TIBs benefits paid to the injured employee are less than 70 percent of the injured employee's average weekly wage.

*TTD is required to compute the RTW date for injured employees who have sustained a TTD.*



# Methods (continued)

- If there are wages in the quarter that TTD benefits end, then the actual date that benefits ended is considered the RTW.
- If there are no wages in the quarter that TTD benefits end, then the next quarter with wages is considered the RTW quarter. The midpoint of that quarter is used to estimate the RTW date.
- If an injured employee had earnings in the quarter after the injury, and had wages in the first and second quarters after the injury, then the first quarter with earnings is considered the RTW quarter. The midpoint of that quarter is used to estimate RTW date.
- If an injured employee had earnings in the quarter after injury, but did not have two consecutive quarters of wages, the next quarter with wages is considered the RTW quarter. The midpoint of that quarter is used to estimate the RTW date.
- The number of days off work is the number of days between the injury date and the RTW date.

Note1: The methods described here were based on previous research conducted by the RAND Institute. See: Reville, Robert T., Leslie Boden, Jeff Biddle, Christopher Mardesich. "An Evaluation of New Mexico Workers' Compensation Permanent Partial Disability and Return-To-Work." Santa Monica, CA: RAND, 2001.

Note 2: Injured employees begin to accrue TIBs on the eighth day of disability. See Sections 408.101-408.105, Texas Labor Code.





# Methods – Pharmaceutical Use

(continued)

- **Study time frame.** The results in this section are based on the first 12 months post injury for injury years 2005-2009.
- **Drug group.** The drug group is based on the most frequently prescribed drug type within 70 drug groups, as developed by Medispan. The IW is then assigned to a Drug Group category based on the most frequently prescribed drug group. The Drug Groups are
  - Analgesics: opioid (34%),
  - Analgesics: Anti-inflammatory (17%),
  - Musculoskeletal (14%), and
  - Mood Stabilizers . Consists of anti-convulsants, hypnotics, and anti-anxiety agents(18%).
- **Days to first prescription.** Days to first prescription is defined as the number of days from injury date to the date the injured employee received the first prescription within each drug group.



# Initial Return-to-Work Rates

## *of Injured Employees in the Texas Workers' Compensation System*

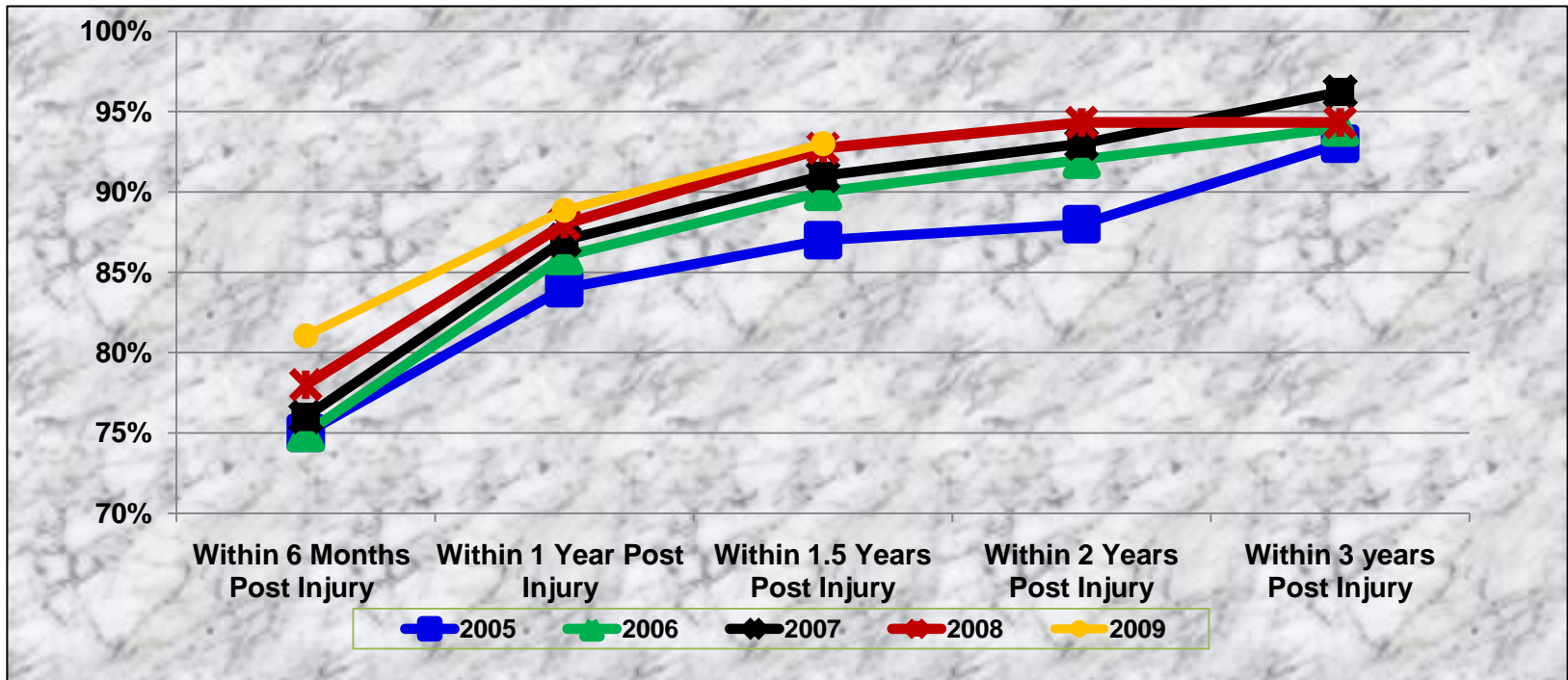
as of December 2010





# Initial Return-to-Work

Percent of IWs Back At Work for the First Time, Regardless of Employer, 6 Months to 3 Years Post-Injury, Injury Years 2005-2009



Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011

Note 1. The study population includes 223,187 employees injured in 2005-2009 who also received Temporary Income Benefits (TIBs).



# Initial Return-to-Work (continued)

Data Table used to create the Graphic Percent of Injured Employees Back At Work for the First Time, 6 Months to 3 Years Post-Injury, Injury Years 2005-2009

Injury Year	Within 6 Months Post Injury	Within 1 Year Post Injury	Within 1.5 Years Post Injury	Within 2 Years Post Injury	Within 3 years Post Injury
<b>2005</b>	75%	84%	87%	88%	93%
<b>2006</b>	75%	86%	90%	92%	94%
<b>2007</b>	76%	87%	91%	93%	96%
<b>2008</b>	78%	88%	93%	94%	94%
<b>2009</b>	81%	89%	93%		

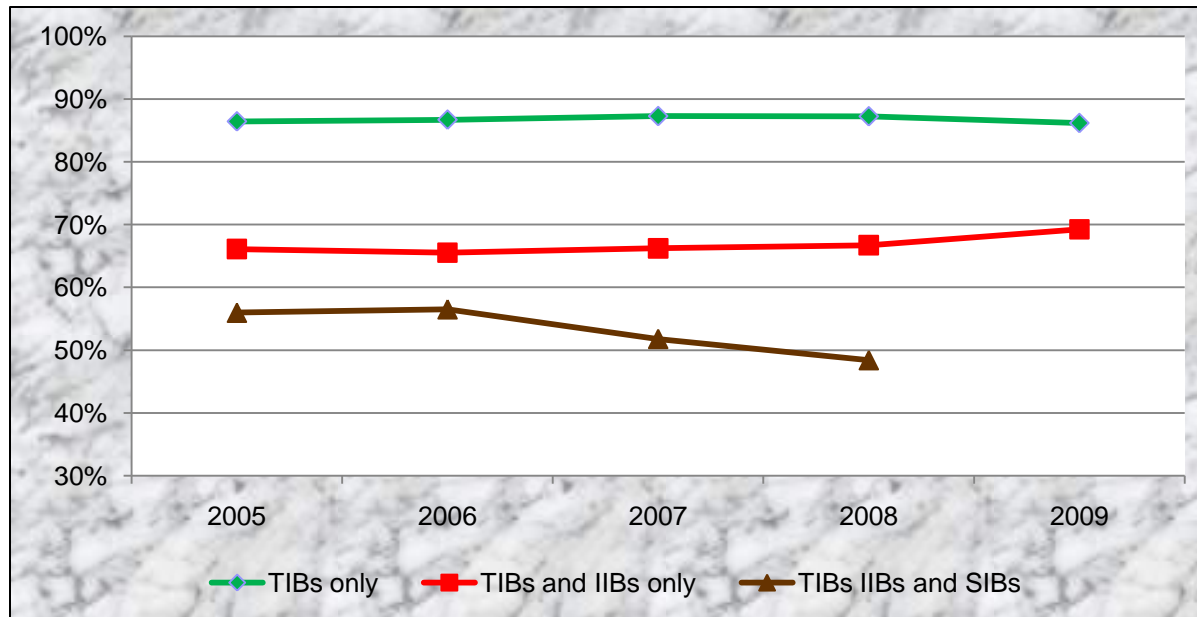
Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011

Note 1. The study population includes 223,187 employees injured in 2005-2009 who also received Temporary Income Benefits (TIBs).



# Initial Return-to-Work (continued)

**Percent of Injured Employees Back at Work for the First Time,  
6 Months Post-Injury, by Benefit Level**



Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note 1. The study population is 223,187 employees injured in 2005-2009 who also received Temporary Income Benefits (TIBs).

Note 2. "IIBs" means an injured employee received Impairment Income Benefits. "SIBs" means an injured employee receiving Supplemental Income Benefits.

Note 3. SIBs Injuries from year 2009 are excluded due to insufficient data.



# Initial Return-to-Work (continued)

**Percent of Injured Employees Back At Work at their Pre-Injury Employer for the First Time, 6 Months to 3 Years Post-Injury, Injury Years 2005-2009**

<b>Injury Year</b>	<b>Within 6 Months Post Injury</b>	<b>Within 1 Year Post Injury</b>	<b>Within 1.5 Years Post Injury</b>	<b>Within 2 Years Post Injury</b>	<b>Within 3 years Post Injury</b>
<b>2005</b>	63%	67%	67%	68%	70%
<b>2006</b>	64%	71%	73%	74%	78%
<b>2007</b>	65%	72%	74%	77%	77%
<b>2008</b>	69%	76%	78%	78%	
<b>2009</b>	72%	78%	81%		

Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011

Note 1. The study population includes 223,187 employees injured in 2005-2009 who also received Temporary Income Benefits (TIBs).

Note 2. Injury Year 2009 includes injuries that occurred through the fourth quarter of 2009.



# Initial Return-to-Work (continued)

Percent of Injured Employees Back At Work for the First Time by Body Part,  
1 to 3 Years Post-Injury, Injury Years 2005-2009

Body Part	2005			2006			2007			2008		2009
	1 Year Post-Injury	2 Years Post-Injury	3 Years Post-Injury	1 Year Post-Injury	2 Years Post-Injury	3 Years Post-Injury	1 Year Post-Injury	2 Years Post-Injury	3 Years Post-Injury	1 Year Post-Injury	2 Years Post-Injury	1 Year Post-Injury
<b>Back</b>	85%	92%	94%	86%	92%	94%	86%	92%	94%	86%	91%	86%
<b>Knee</b>	91%	96%	97%	91%	96%	97%	91%	96%	97%	90%	95%	89%
<b>Lower Extremity</b>	92%	96%	97%	92%	96%	97%	92%	96%	97%	92%	96%	91%
<b>Neck</b>	85%	92%	94%	83%	90%	92%	85%	91%	94%	86%	91%	85%
<b>Nervous System</b>	85%	91%	93%	88%	94%	95%	82%	90%	92%	81%	84%	82%
<b>Shoulder</b>	88%	94%	96%	88%	95%	97%	89%	95%	97%	88%	95%	85%
<b>Upper Extremity</b>	91%	96%	97%	91%	96%	97%	92%	96%	97%	92%	96%	90%

Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note 1. The study population is 223,187 employees injured in 2005-2009 who also received Temporary Income Benefits (TIBs).

Note 2. The third year of 2008, and the second and third years of 2009 are excluded due to insufficient data.



# Initial Return-to-Work (continued)

## Percent of Injured Employees Back At Work for the First Time, by Geographic Region, 1 to 3 Years Post-Injury, Injury Years 2005-2009

Region	2005			2006			2007			2008		2009
	1 Year Post-injury	2 Years Post-Injury	3 Years Post-injury	1 Year Post-injury	2 Years Post-Injury	3 Years Post-Injury	1 Year Post-injury	2 Years Post-Injury	3 Years Post-Injury	1 Year Post-injury	2 Years Post-injury	1 Year Post-injury
<b>North</b>	85%	89%	91%	87%	92%	88%	88%	93%	97%	90%	94%	89%
<b>South</b>	82%	88%	90%	86%	91%	87%	87%	94%	97%	91%	96%	90%
<b>East</b>	83%	89%	91%	86%	92%	86%	86%	92%	95%	88%	94%	87%
<b>West</b>	83%	89%	91%	86%	92%	86%	86%	92%	96%	90%	93%	89%
<b>Central</b>	86%	90%	92%	88%	93%	90%	90%	93%	96%	87%	94%	88%

Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note 1. The study population is 223,187 employees injured in 2005-2010 who also received Temporary Income Benefits (TIBs).

Note 2. The third year of 2008, and the second and third years of 2009 are excluded due to insufficient data.

Note 3. Region is based on the field office of the injured employee. "West" Texas includes El Paso, Midland-Odessa, and San Angelo. "South" Texas includes Corpus Christi, Galveston, Houston, Harlingen, Laredo, San Antonio, Victoria, Missouri City, and Weslaco. "Central" Texas includes Austin, Bryan/College Station, and Waco. "East" Texas includes Beaumont, Lufkin, and Tyler. North Texas includes Abilene, Amarillo, Dallas, Denton, Fort Worth, Lubbock, and Wichita Falls.





# Initial Return-to-Work (continued)

Percent of Injured Employees Back At Work for the First Time by Industry, 1 to 3 Years Post-Injury, Injury Years 2005-2009

Two-digit NAICS Code	2005			2006			2007			2008		2009
	1 Year Post Injury	2 Years Post Injury	3 Years Post Injury	1 Year Post Injury	2 Years Post Injury	3 Years Post Injury	1 Year Post Injury	2 Years Post Injury	3 Years Post Injury	1 Year Post Injury	2 Years Post Injury	1 Year Post Injury
<i>Agriculture, Forestry, Fishing, and Hunting</i>	82%	90%	92%	83%	93%	94%	85%	85%	94%	85%	92%	83%
<i>Mining</i>	83%	90%	92%	87%	93%	93%	86%	86%	94%	85%	91%	81%
<i>Utilities</i>	94%	98%	100%	94%	96%	97%	97%	96%	99%	95%	100%	95%
<i>Construction</i>	82%	89%	92%	83%	90%	94%	84%	83%	93%	84%	89%	82%
<i>Manufacturing</i>	90%	95%	97%	92%	96%	97%	92%	91%	97%	91%	95%	89%
<i>Wholesale Trade</i>	91%	94%	96%	90%	95%	96%	93%	92%	97%	92%	96%	90%
<i>Retail Trade</i>	89%	94%	96%	90%	95%	97%	92%	91%	97%	92%	96%	91%
<i>Transportation and Warehousing</i>	93%	97%	98%	93%	96%	98%	93%	93%	97%	91%	96%	91%
<i>Information</i>	95%	97%	98%	92%	97%	98%	96%	96%	99%	93%	97%	92%
<i>Finance and Insurance</i>	91%	96%	98%	92%	97%	98%	96%	95%	98%	92%	97%	91%
<i>Real Estate and Rental and Leasing</i>	88%	93%	94%	87%	93%	96%	89%	88%	95%	88%	93%	86%
<i>Professional, Scientific, and Technical Services</i>	87%	91%	93%	87%	93%	96%	90%	90%	95%	87%	91%	86%
<i>Management of Companies and Enterprises</i>	93%	97%	100%	83%	92%	100%	96%	93%	96%	94%	99%	91%
<i>Admin., Support, Waste Mgt, Remediation Services</i>	82%	89%	92%	83%	91%	94%	85%	84%	93%	84%	89%	84%
<i>Educational Services</i>	95%	98%	98%	94%	98%	98%	95%	94%	98%	95%	98%	94%
<i>Health Care and Social Assistance</i>	92%	96%	97%	93%	97%	97%	94%	93%	97%	93%	96%	93%
<i>Arts, Entertainment, and Recreation</i>	88%	94%	94%	89%	95%	99%	89%	88%	94%	91%	95%	89%
<i>Accommodation and Food Services</i>	89%	93%	94%	90%	95%	97%	92%	90%	95%	89%	94%	89%
<i>Other Services (except Public Administration)</i>	87%	91%	95%	87%	93%	95%	91%	91%	96%	89%	92%	86%
<i>Public Administration</i>	95%	98%	99%	96%	99%	99%	96%	96%	100%	96%	99%	95%

Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note 1. The study population is 223,187 employees injured in 2005-2010 who also received Temporary Income Benefits (TIBs).

Note 2. The third year of 2008, and the second and third years of 2009 are excluded due to insufficient data.



# Initial Return-to-Work (continued)

Percent of Injured Employees Back At Work for the First Time by Employer Size,  
1 to 3 Years Post-Injury, Injury Years 2005-2009

Employer Size	2005			2006			2007			2008		2009
	1 Year Post-injury	2 Years Post-Injury	3 Years Post-injury	1 Year Post-injury	2 Years Post-Injury	3 Years Post-injury	1 Year Post-injury	2 Years Post-injury	3 Years Post-injury	1 Year Post-injury	2 Years Post-injury	1 Year Post-injury
<b>1 to 4 employees</b>	80%	88%	91%	74%	84%	96%	80%	94%	94%	88%	88%	88%
<b>5-9 employees</b>	81%	89%	93%	83%	90%	97%	81%	96%	94%	86%	86%	86%
<b>10 to 49 employees</b>	87%	92%	94%	87%	92%	98%	87%	96%	94%	87%	87%	87%
<b>50 to 99 employees</b>	88%	94%	96%	88%	94%	99%	88%	99%	95%	88%	88%	88%
<b>100 to 499 employees</b>	90%	95%	96%	89%	94%	99%	90%	99%	96%	90%	90%	90%
<b>500 or more employees</b>	92%	97%	98%	92%	96%	97%	92%	95%	97%	93%	93%	93%

Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note 1. The study population is 223,187 employees injured in 2005-2010 who also received Temporary Income Benefits (TIBs).

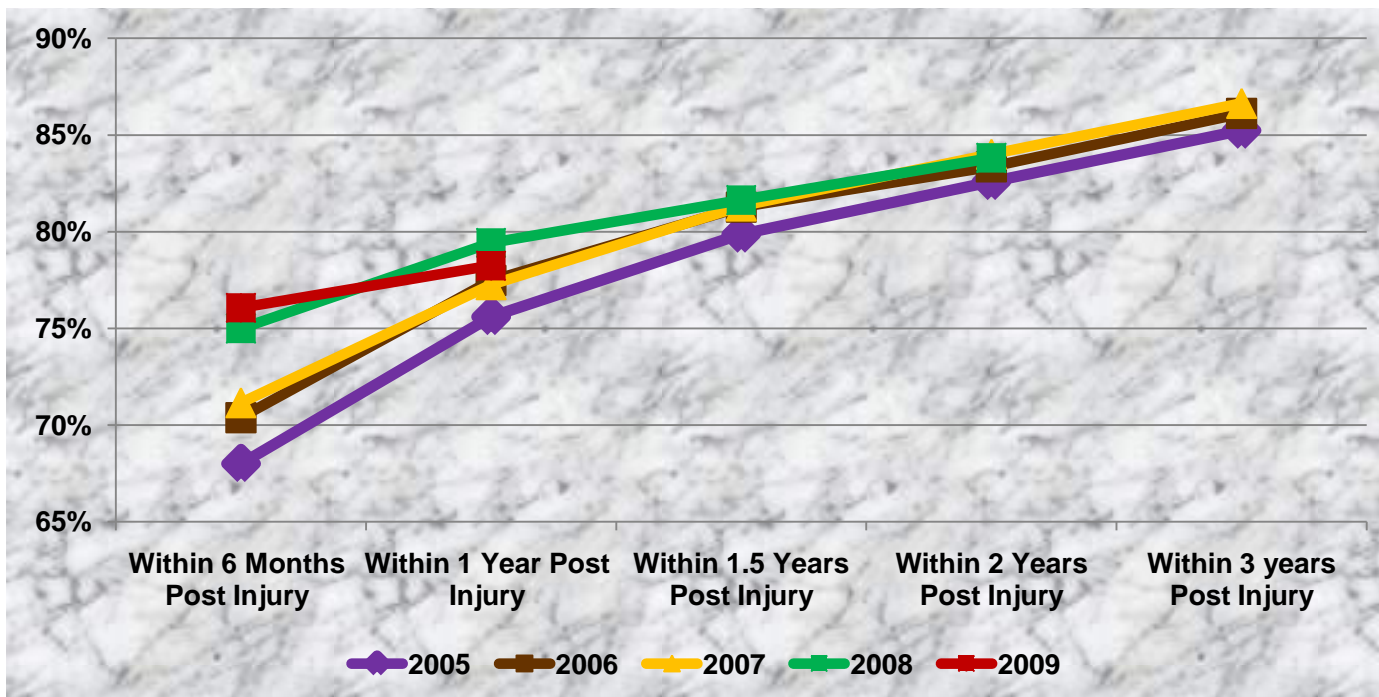
Note 2. The third year of 2008, and the second and third years of 2009 are excluded due to insufficient data.





# Sustained Return-to-Work

Percent of Injured Employees Back At Work and Remaining Employed for 3 Consecutive quarters, 6 Months to 3 Years Post-Injury, Injury Years 2005-2009



Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note 1. The study population is 223,187 employees injured in 2005-2009 who also received Temporary Income Benefits (TIBs).

Note 2. The third year of 2007, one point five, years, second, year, and third years of 2008, and Injury year 2009 are excluded due to insufficient data.



# Sustained Return-to-Work (continued)

Data used to create the Graphic of Percent of Injured Employees Back At Work and Remaining Employed for 3 Consecutive quarters, 6 Months to 3 Years Post-Injury, Injury Years 2005-2009

Injury Year	Within 6 Months Post Injury	Within 1 Year Post Injury	Within 1.5 Years Post Injury	Within 2 Years Post Injury	Within 3 years Post Injury
<b>2005</b>	68%	76%	80%	83%	85%
<b>2006</b>	70%	77%	81%	83%	86%
<b>2007</b>	71%	77%	81%	84%	87%
<b>2008</b>	75%	79%	82%	84%	
<b>2009</b>	76%	78%			

Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note 1. The study population is 223,187 employees injured in 2005-2009 who also received Temporary Income Benefits (TIBs).

Note 2. The third year of 2008, one point five, second, and third year of 2009 are excluded due to insufficient data.



# Sustained Return-to-Work (continued)

Percent of Injured Employees Back At Work and Remaining Employed for 3 Consecutive Quarters and Earning Wages Equal to or More Than Their Pre-injury Wages, Months to 3 Years Post-Injury, Injury Years 2005-2009

Injury Year	Within 6 Months Post Injury	Within 1 Year Post Injury	Within 1.5 Years Post Injury	Within 2 Years Post Injury	Within 3 years Post Injury
<b>2005</b>	47%	60%	67%	71%	76%
<b>2006</b>	47%	61%	67%	71%	75%
<b>2007</b>	48%	61%	67%	71%	74%
<b>2008</b>	46%	56%	62%	66%	
<b>2009</b>	40%	51%	60%		

Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note 1. The study population is 223,187 employees injured in 2005-2009 who also received Temporary Income Benefits (TIBs).

Note 2. The third year of 2008, one point five, second, and third year of 2009 are excluded due to insufficient data.





# Sustained Return-to-Work (continued)

Percent of Injured Employees Back at Work and Remaining Employed for 3 Consecutive Quarters by Body Part, 1 to 3 Years Post-Injury, Injury Years 2005-2009

Body Part	2005			2006			2007			2008		2009
	1 Year Post Injury	2 Years Post Injury	3 Years Post Injury	1 Year Post Injury	2 Years Post Injury	3 Years Post Injury	1 Year Post Injury	2 Years Post Injury	3 Years Post Injury	1 Year Post Injury	2 Years Post Injury	1 Year Post Injury
<b>Back</b>	72%	80%	81%	74%	81%	82%	75%	80%	81%	72%	78%	71%
<b>Knee</b>	83%	88%	89%	83%	88%	89%	85%	88%	89%	82%	87%	82%
<b>Lower Extremity</b>	84%	89%	90%	84%	89%	90%	85%	89%	89%	83%	87%	82%
<b>Neck</b>	73%	80%	81%	71%	79%	80%	73%	78%	80%	72%	77%	70%
<b>Nervous System</b>	56%	66%	67%	68%	76%	77%	69%	74%	75%	68%	72%	61%
<b>Shoulder</b>	81%	87%	87%	80%	87%	87%	81%	86%	87%	79%	84%	78%
<b>Upper Extremity</b>	84%	89%	89%	85%	90%	90%	85%	89%	89%	84%	87%	82%

Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note 1. The study population is 223,187 employees injured in 2005-2009 who also received Temporary Income Benefits (TIBs).

Note 2. The third year of 2008, one point five, second, and third year of 2009 are excluded due to insufficient data.



# Sustained Return-to-Work (continued)

Percent of Injured Employees Back at Work for 3 Consecutive Quarters by Geographic Region,  
1 Year to 3 Years Post-Injury, Injury Years 2005-2009

Region	2005			2006			2007			2008		2009
	1 Year Post Injury	2 Years Post Injury	3 Years Post Injury	1 Year Post Injury	2 Years Post Injury	3 Years Post Injury	1 Year Post Injury	2 Years Post Injury	3 Years Post Injury	1 Year Post Injury	2 Years Post Injury	1 Year Post Injury
<b>North</b>	77%	84%	87%	79%	85%	88%	78%	85%	87%	80%	84%	79%
<b>Central</b>	79%	84%	87%	80%	85%	88%	79%	84%	87%	81%	84%	81%
<b>East</b>	74%	81%	84%	76%	82%	84%	73%	82%	83%	76%	82%	75%
<b>South</b>	74%	81%	84%	76%	82%	85%	77%	84%	85%	79%	84%	78%
<b>West</b>	76%	83%	86%	78%	84%	86%	77%	85%	85%	77%	84%	77%

Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note 1. The study population is 223,187 employees injured in 2005-2009 who also received Temporary Income Benefits (TIBs).

Note 2. The third year of 2008, and the second and third years of 2009 excluded due to insufficient data.

Note 3. Region is based on the field office of the injured employee. "West" Texas includes El Paso, Midland-Odessa, and San Angelo. "South" Texas includes Corpus Christi, Galveston, Houston, Harlingen, Laredo, San Antonio, Victoria, Missouri City, and Weslaco. "Central" Texas includes Austin, Bryan/College Station, and Waco. "East" Texas includes Beaumont, Lufkin, and Tyler. North Texas includes Abilene, Amarillo, Dallas, Denton, Fort Worth, Lubbock, and Wichita Falls.



# Sustained Return-to-Work (continued)

Percent of Injured Employees Back at Work and Remaining Employed for 3 Consecutive Quarters by Industry,  
1 to 3 Years Post-Injury, Injury Years 2005-2009

Two-digit NAICS Code	2005			2006			2007			2008		2009
	1 Year Post Injury	2 Years Post Injury	3 Years Post Injury	1 Year Post Injury	2 Years Post Injury	3 Years Post Injury	1 Year Post Injury	2 Years Post Injury	3 Years Post Injury	1 Year Post Injury	2 Years Post Injury	1 Year Post Injury
<i>Agriculture, Forestry, Fishing, and Hunting</i>	67%	76%	78%	73%	80%	78%	70%	82%	81%	69%	76%	67%
<i>Mining</i>	71%	79%	82%	75%	82%	86%	73%	82%	82%	69%	75%	65%
<i>Utilities</i>	90%	93%	95%	89%	91%	93%	92%	95%	94%	92%	94%	89%
<i>Construction</i>	65%	74%	77%	70%	78%	82%	70%	79%	80%	69%	75%	63%
<i>Manufacturing</i>	82%	87%	89%	83%	88%	89%	83%	88%	89%	81%	85%	79%
<i>Wholesale Trade</i>	81%	86%	88%	80%	86%	89%	83%	88%	89%	83%	86%	81%
<i>Retail Trade</i>	78%	84%	87%	80%	86%	89%	80%	86%	88%	83%	86%	78%
<i>Transportation and Warehousing</i>	86%	90%	92%	85%	90%	92%	85%	90%	91%	84%	88%	83%
<i>Information</i>	89%	93%	93%	88%	90%	94%	91%	95%	94%	89%	92%	88%
<i>Finance and Insurance</i>	85%	89%	91%	89%	92%	94%	90%	92%	94%	88%	90%	87%
<i>Real Estate and Rental and Leasing</i>	76%	83%	85%	74%	81%	85%	76%	82%	83%	74%	82%	71%
<i>Professional, Scientific, and Technical Services</i>	73%	79%	83%	77%	84%	86%	78%	83%	83%	78%	83%	75%
<i>Management of Companies and Enterprises</i>	85%	88%	91%	78%	86%	82%	89%	91%	91%	81%	86%	82%
<i>Admin., Support, Waste Mgt, Remediation Services</i>	67%	76%	79%	69%	78%	82%	68%	77%	78%	67%	73%	66%
<i>Educational Services</i>	87%	90%	91%	89%	92%	93%	87%	91%	91%	89%	91%	88%
<i>Health Care and Social Assistance</i>	82%	87%	88%	84%	89%	91%	84%	88%	89%	83%	86%	83%
<i>Arts, Entertainment, and Recreation</i>	77%	79%	81%	78%	85%	89%	79%	83%	84%	73%	77%	72%
<i>Accommodation and Food Services</i>	72%	79%	82%	80%	86%	85%	79%	83%	84%	76%	83%	76%
<i>Other Services (except Public Administration)</i>	77%	83%	86%	74%	81%	83%	78%	86%	86%	77%	82%	74%
<i>Public Administration</i>	89%	92%	93%	92%	94%	95%	92%	95%	94%	94%	94%	91%

Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note 1. The study population is 223,187 employees injured in 2005-2009 who also received Temporary Income Benefits (TIBs).

Note 2. The third year of 2008, one point five, second, and third year of 2009 are excluded due to insufficient data.



# Sustained Return-to-Work (continued)

Percent of Injured Employees Back at Work and Remaining Employed for 3 Consecutive Quarters  
by Employer Size, 1 to 3 Years Post-Injury

Employer Size	2005			2006			2007			2008		2009
	1 Year Post-injury	2 Years Post-Injury	3 Years Post-injury	1 Year Post-injury	2 Years Post-Injury	3 Years Post-injury	1 Year Post-injury	2 Years Post-Injury	3 Years Post-Injury	1 Year Post-injury	2 Years Post-injury	1 Year Post-injury
<b>1 to 4 employees</b>	70%	83%	76%	71%	79%	77%	77%	81%	82%	76%	79%	68%
<b>5-9 employees</b>	71%	82%	80%	73%	80%	81%	78%	85%	85%	74%	79%	65%
<b>10 to 49 employees</b>	74%	84%	85%	74%	81%	84%	76%	83%	83%	73%	78%	71%
<b>50 to 99 employees</b>	75%	84%	86%	76%	84%	86%	77%	84%	84%	74%	80%	73%
<b>100 to 499 employees</b>	77%	86%	88%	78%	85%	87%	80%	85%	85%	78%	83%	76%
<b>500 or more employees</b>	83%	90%	91%	84%	89%	91%	84%	89%	89%	84%	87%	83%

Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note 1. The study population is 223,187 employees injured in 2005-2009 who also received Temporary Income Benefits (TIBs).

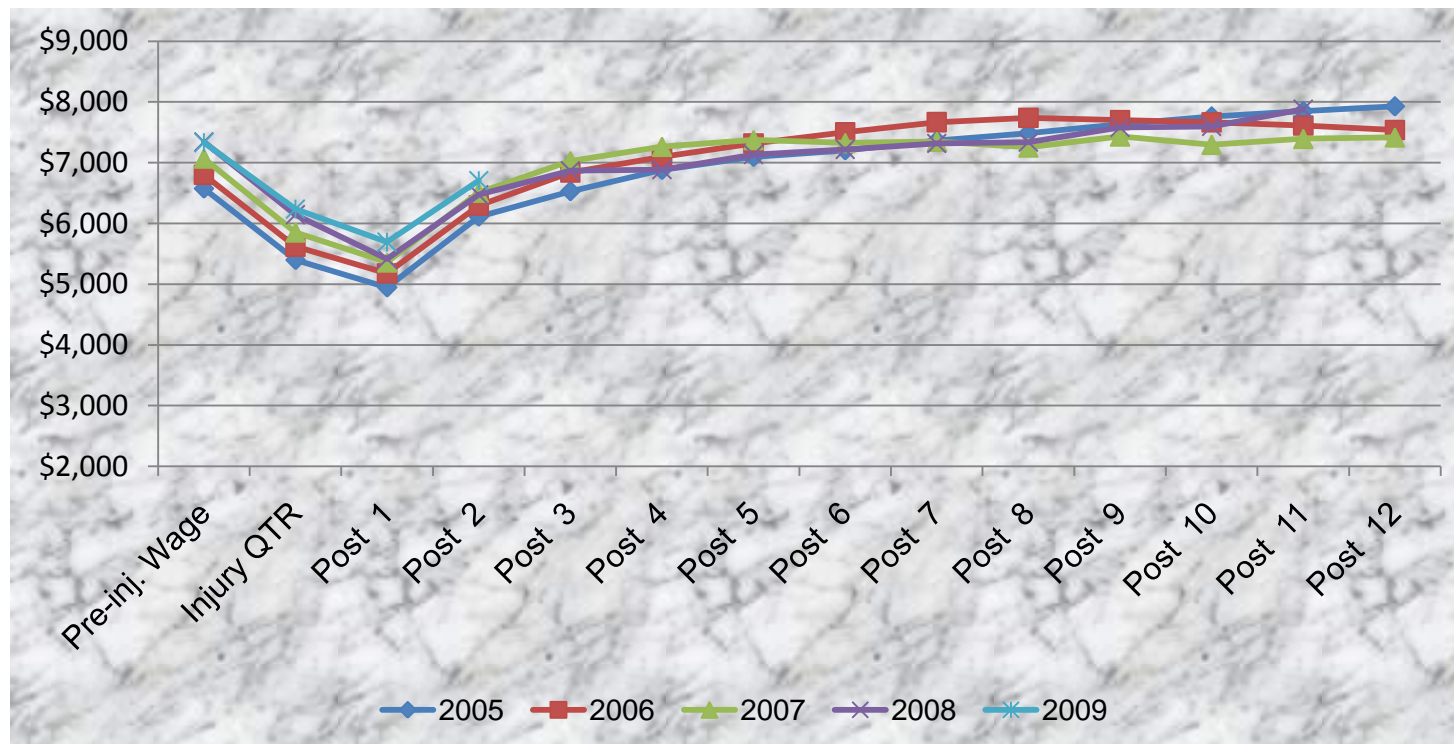
Note 2. The third year of 2008, one point five, second, and third year of 2009 are excluded due to insufficient data.





# Wage Comparison – For Injury Years 2005 to 2009

Median Quarterly Wage Data (Pre-/Post-Injury) for Injured Employees Receiving TIBs, for Injury Years 2005-2009



Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note: For the marks on the X-axis, **Pre injury quarter** means the quarter before the injury quarter,

**Post 1** means the first quarter after injury, and **Post 2** means the second quarter after the injury quarter.





# Wage Comparison – For Injury Years 2005 to 2009

Data used to create Median Quarterly Wages (Pre-/Post-Injury) for Injured Employees  
Receiving TIBs Injury Years 2005 – 2008 Graphic

Injury Year	Pre-inj. Wage QTR	Injury QTR	Post 1	Post 2	Post 3	Post 4	Post 5	Post 6	Post 7	Post 8	Post 9	Post 10	Post 11	Post 12
2005	\$6,573	\$5,397	\$4,945	\$6,111	\$6,529	\$6,880	\$7,094	\$7,203	\$7,363	\$7,486	\$7,632	\$7,760	\$7,847	\$7,927
2006	\$6,800	\$5,619	\$5,180	\$6,298	\$6,836	\$7,094	\$7,319	\$7,500	\$7,667	\$7,740	\$7,702	\$7,665	\$7,611	\$7,539
2007	\$7,071	\$5,855	\$5,361	\$6,510	\$7,030	\$7,264	\$7,375	\$7,327	\$7,347	\$7,253	\$7,434	\$7,298	\$7,394	\$7,419
2008	\$7,344	\$6,144	\$5,415	\$6,472	\$6,871	\$6,885	\$7,135	\$7,219	\$7,316	\$7,340	\$7,581	\$7,599	\$7,881	
2009	\$7,331	\$6,239	\$5,693	\$6,705	\$7,126	\$7,280	\$7,607	\$7,700						

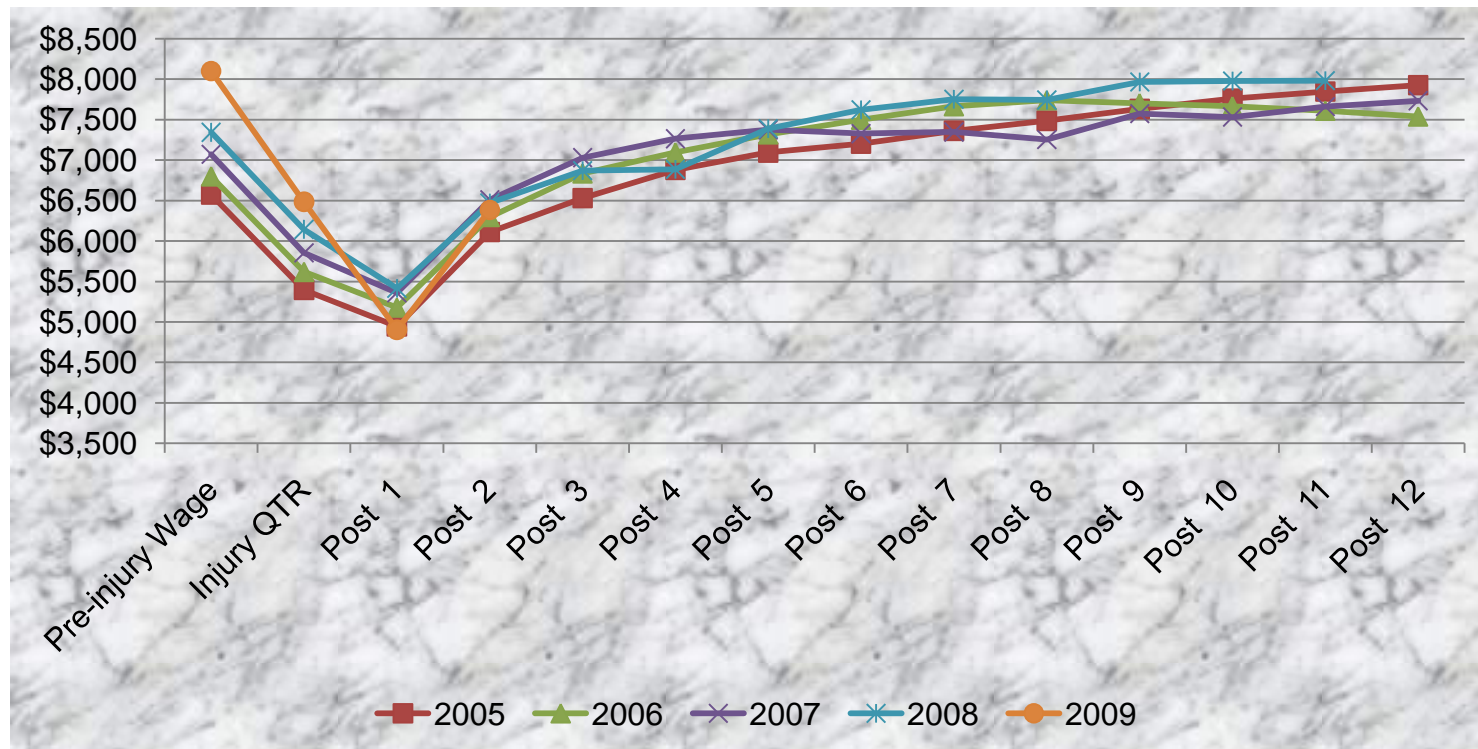
Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note: For the marks on the X-axis, "**Pre wage injury quarter**" means the quarter before the injury quarter, "**Post 1**" means the first quarter after injury, and "**Post 2**" means the second quarter after the injury quarter.



# Wage Comparison – For Injury Years 2005 to 2009

Median Quarterly Wages (Pre-/Post-Injury)  
for Injured Employees Receiving IIBs, Injury Years 2005-2009



Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note: For the marks on the X-axis, **Pre injury quarter** means the quarter before the injury quarter, **Post 1** means the first quarter after injury, and **Post 2** means the second quarter after the injury quarter.



# Wage Comparison – For Injury Years 2005 to 2009

Data used to create Median Quarterly Wages (Pre-/Post-Injury) for Injured Employees  
Receiving IIBs Injury Years 2005 – 2009 Graphic

	Pre-injury Wage	Injury QTR	Post 1	Post 2	Post 3	Post 4	Post 5	Post 6	Post 7	Post 8	Post 9	Post 10	Post 11	Post 12
<b>2005</b>	\$6,573	\$5,397	\$4,945	\$6,111	\$6,529	\$6,880	\$7,094	\$7,203	\$7,363	\$7,486	\$7,632	\$7,760	\$7,847	\$7,927
<b>2006</b>	\$6,800	\$5,619	\$5,180	\$6,298	\$6,836	\$7,094	\$7,319	\$7,500	\$7,667	\$7,740	\$7,702	\$7,665	\$7,611	\$7,539
<b>2007</b>	\$7,071	\$5,855	\$5,361	\$6,510	\$7,030	\$7,264	\$7,375	\$7,327	\$7,347	\$7,253	\$7,575	\$7,532	\$7,662	\$7,734
<b>2008</b>	\$7,344	\$6,144	\$5,415	\$6,472	\$6,871	\$6,885	\$7,388	\$7,621	\$7,751	\$7,742	\$7,966	\$7,978	\$7,982	
<b>2009</b>	\$8,100	\$6,485	\$4,903	\$6,383										

Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note: For the marks on the X-axis, **Pre injury quarter** means the quarter before the injury quarter,

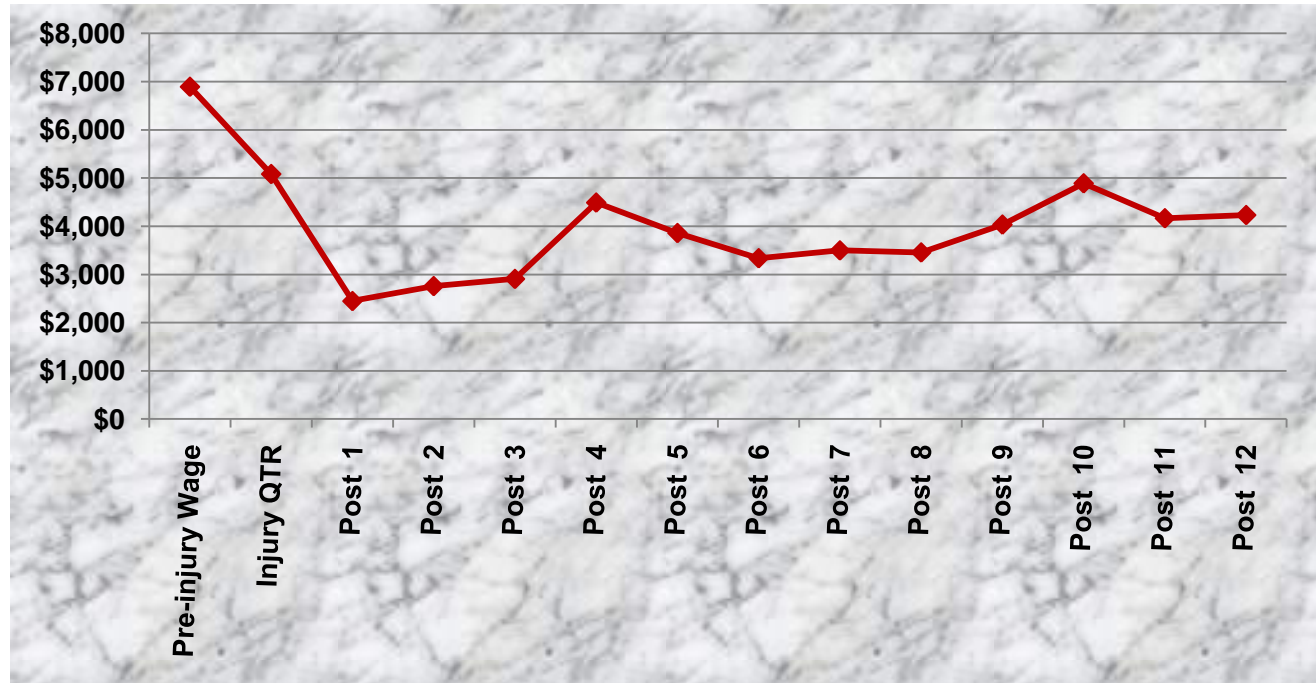
**Post 1** means the first quarter after injury, and **Post 2** means the second quarter after the injury quarter.



# Wage Comparison – For Injury Years 2005 to 2007

Median Quarterly Wages (Pre-/Post-Injury)  
for Injured Employees Receiving SIBs, Injury Years 2005-2007

Wage Quarter	Wage
Pre-injury Wage	\$6,894
Injury QTR	\$5,084
Post 1	\$2,450
Post 2	\$2,760
Post 3	\$2,909
Post 4	\$4,492
Post 5	\$3,861
Post 6	\$3,338
Post 7	\$3,500
Post 8	\$3,458
Post 9	\$4,035
Post 10	\$4,891
Post 11	\$4,168
Post 12	\$4,234



Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note 1: SIBs injury years are combined due to low numbers of injured employees.

Note 2: For the marks on the X-axis, **Pre injury quarter** means the quarter before the injury quarter, **Post 1** means the first quarter after injury, and **Post 2** means the second quarter after the injury quarter.





# Weeks Off Work

## Mean Weeks Off Work for Injured Employees Who Return-to-Work, Injury Years 2005-2009

Injury Year	Mean
<i>2005</i>	19
<i>2006</i>	19
<i>2007</i>	18
<i>2008</i>	17
<i>2009</i>	14

Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note 1. The study population is 223,187 employees injured in 2005-2009 who also received Temporary Income Benefits (TIBs).





# Weeks Off Work (Continued)

## Mean Weeks Off Work by Body Part, Injury Years 2005-2009

Body Part	2005	2006	2007	2008	2009
	Mean	Mean	Mean	Mean	Mean
<i>Back</i>	22	20	19	18	14
<i>Knee</i>	22	22	21	21	18
<i>Lower Extremity</i>	16	16	15	15	13
<i>Neck</i>	22	22	20	19	15
<i>Nervous System</i>	22	21	22	21	17
<i>Not Coded</i>	18	17	15	14	11
<i>Other</i>	15	15	14	14	12
<i>Shoulder</i>	25	25	24	23	20
<i>Upper Extremity</i>	18	17	17	16	14

Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note 1. The study population is 223,187 employees injured in 2005-2009 who also received Temporary Income Benefits (TIBs).



# Weeks Off Work (continued)

## Mean Weeks Off Work for Injured Employees Who Return-to-Work by Industry, Injury Years 2005-2009

Industry	2005	2006	2007	2008	2009
	Mean	Mean	Mean	Mean	Mean
<i>Agriculture Forestry Fishing Hunting</i>	21	20	20	18	15
<i>Mining</i>	22	20	20	20	17
<i>Utilities</i>	19	15	17	17	14
<i>Construction</i>	21	22	20	18	15
<i>Manufacturing</i>	20	19	19	18	17
<i>Wholesale Trade</i>	18	19	16	15	13
<i>Retail Trade</i>	18	18	18	17	14
<i>Transportation and Warehousing</i>	17	16	16	18	15
<i>Information</i>	16	19	16	16	14
<i>Finance and Insurance</i>	24	22	18	20	17
<i>Real Estate and Rental and Leasing</i>	18	19	18	16	14
<i>Professional Sci. Tech. Services</i>	20	19	17	19	16
<i>Management of Companies and Enterprises</i>	27	21	18	16	14
<i>Administrative, Support, Waste Management, Remediation Services</i>	21	20	19	18	14
<i>Educational Services</i>	15	15	15	14	12
<i>Health Care and Social Assistance</i>	17	16	16	16	13
<i>Arts, Entertainment, and Recreation</i>	17	18	16	15	14
<i>Accommodation and Food Services</i>	17	16	15	15	13
<i>Other Services (except Public Administration)</i>	20	18	16	17	14
<i>Public Administration</i>	14	14	14	14	13

Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note 1. The study population is 223,187 employees injured in 2005-2009 who also received Temporary Income Benefits (TIBs).



# Weeks Off Work (continued)

## Mean Weeks Off Work for Injured Employees Who Return-to-Work by Region, Injury Years 2005-2009

Region	2005	2006	2007	2008	2009
	Mean	Mean	Mean	Mean	Mean
<i>North</i>	20	19	18	18	15
<i>Central</i>	16	17	16	15	14
<i>East</i>	20	20	19	18	15
<i>South</i>	19	18	17	16	14
<i>West</i>	20	21	19	20	15

Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note 1. The study population is 223,187 employees injured in 2005-2009 who also received Temporary Income Benefits (TIBs).

Note 2. Region is based on the field office of the injured employee. "West" Texas includes El Paso, Midland-Odessa, and San Angelo. "South" Texas includes Corpus Christi, Galveston, Houston, Harlingen, Laredo, San Antonio, Victoria, Missouri City, and Weslaco. "Central" Texas includes Austin, Bryan/College Station, and Waco. "East" Texas includes Beaumont, Lufkin, and Tyler. North Texas includes Abilene, Amarillo, Dallas, Denton, Fort Worth, Lubbock, and Wichita Falls.



# Weeks Off Work (continued)

**Mean Weeks Off Work for Injured Employees Who Return-to-Work by Age,  
Injury Years 2005-2009**

Age	2005	2006	2007	2008	2009
	Mean	Mean	Mean	Mean	Mean
<b>16-29</b>	16	15	14	14	12
<b>30-39</b>	19	19	18	17	14
<b>40-49</b>	20	20	20	18	16
<b>50-59</b>	20	20	19	19	15
<b>60-64</b>	19	18	18	17	15
<b>65 and above</b>	17	17	17	17	13

Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note 1. The study population is 223,187 employees injured in 2005-2009 who also received Temporary Income Benefits (TIBs).

Note 2. The age of the injured employee is the age at the time of injury.



# **Return-to-Work Outcomes and Pharmaceutical Use**

***of Injured Employees in the Texas Workers'  
Compensation System  
As of December 2010***



# Pharmaceuticals and RTW

## Distribution of Prescriptions by Drug Group of Injured Employees Receiving TIBs, Injury Years 2005-2009

Drug Group	2005		2006		2007		2008		2009	
	N	%	N	%	N	%	N	%	N	%
<b><i>Analgesics - Anti-Inflammatory</i></b>	5453	25%	5572	25%	6040	25%	6587	26%	6281	27%
<b><i>Analgesics - Opioid</i></b>	14255	66%	14480	66%	15972	66%	16340	65%	15070	64%
<b><i>Mood Stabilizers</i></b>	803	4%	733	3%	748	3%	721	3%	674	3%
<b><i>Musculoskeletal Therapy Agents</i></b>	1226	6%	1226	6%	1351	6%	1467	6%	1432	6%

Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note 1. The study population is 223,187 employees injured in 2005-2009 who also received Temporary Income Benefits (TIBs).



# Pharmaceuticals and RTW (continued)

Pharmaceuticals and RTW, Employed and Unemployed Injured Employees with Back Injuries,  
Injury Years 2005-2009

## Back

Drug Group	Sustained Employment within 6 Months	1 mth	2 mths	3 mths	4 mths	5 mths	6 mths	1 year
<b>Analgesics - Anti-Inflammatory</b>	Employed	72%	10%	5%	3%	2%	2%	7%
	Not Employed	57%	12%	7%	5%	4%	3%	12%
<b>Analgesics - Opioid</b>	Employed	66%	11%	6%	3%	3%	2%	9%
	Not Employed	52%	13%	7%	5%	4%	4%	14%
<b>Mood Stabilizers</b>	Employed	18%	13%	11%	9%	7%	7%	35%
	Not Employed	12%	12%	10%	9%	10%	8%	40%
<b>Musculoskeletal Therapy Agents</b>	Employed	74%	9%	4%	3%	2%	2%	7%
	Not Employed	59%	12%	6%	5%	4%	3%	12%

Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2011.

Note 1. The study population is 223,187 employees injured in 2005-2009 who also received Temporary Income Benefits (TIBs).

